



LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

No. 324

WRITTEN QUESTION

J Davis to the Minister for Public Service, Hon Jo-Anne Hersey MLA:

Executive Remuneration and Key Performance Indicators (KPIs)

1. The Review into the Structural Models for Statutory Integrity Offices of August 2025 recommended consolidating the Independent Commissioner Against Corruption, the Ombudsman and the Health and Community Services Complaints Commission into a single statutory commission led by an Integrity and Ethics Commissioner, supported by a Chief Executive Officer and Assistant Commissioners. The Chief Minister has directed that questions about the salaries of Executive Contract Officer positions associated with the Office of the Integrity and Ethics Commissioner be put to you. When Executive Contract Officer positions are advertised, the advertisements usually state total remuneration rather than salary.
 - a. Has the Government accepted the Recommended Model of that review? If so, on what date, and which amendments to the enabling Acts of each office have been made?
 - b. On what date was the Office of the Integrity and Ethics Commissioner established, and under which Act?
 - c. Are ECO salaries, and benefits such as accommodation, negotiated with individual applicants as part of recruitment?
 - d. For the Executive Contract Officer positions associated with the Office of the Integrity and Ethics Commissioner, how many are filled, and at which classification is each set?
2. Do ECO contracts include bonuses attached to the achievement of key performance indicators?
 - a. How are these salary variations accounted for within agency budgets?
 - b. How are the risks of these practices managed — for example, the setting of readily achievable KPIs to ensure a bonus is paid?

3. The Office of the Commissioner for Public Employment (OCPE) 2026–27 target for ministerial client satisfaction is at least 95 per cent for public employment services, communication and responsiveness. How is this measured?
 - a. Is agency client satisfaction measured in the same way?
4. How does achievement of KPIs affect performance bonuses paid to chief executive officers?